

SCOTTSDALE, ARIZONA



The City Of  
Scottsdale, Arizona  
Is Seeking A  
Water Resources Planning  
And Engineering Director



WATER RESOURCES  
PLANNING AND ENGINEERING DIRECTOR

## THE COMMUNITY

Scottsdale, Arizona, is renowned as one of the most livable cities in the country and widely recognized as an outstanding community in which to live, work and raise a family. It is also a community of remarkable contrasts. Famous as a resort destination, situated in the Sonoran Desert, it is also a working city with an Airpark that is the third largest employment core in the state of Arizona. The City draws employees from around the Phoenix metro area and is home to several progressive corporations and businesses. It combines a casual Southwestern style with a sophisticated arts community.



Scottsdale remained a small town from its founding in 1888 until it was incorporated as a city in 1951. Like much of the Phoenix metropolitan area, it has seen periods of intense growth during the post-World War II years. In the 1990's, Scottsdale embarked on an ambitious program to set aside a third of the City – nearly 60 of the City's 184.5 square miles – as untouched desert open space.

Growth and preservation have brought the City to a historic transition point: available land for the type of large-scale, planned community development that has characterized development since the 1970's is nearly gone. Growth is slowing, and attention is now shifting to high quality infill and revitalization projects that are compatible with adjacent neighborhoods and the City Council's paramount consideration for "quality of life" for residents and visitors. Examples include the unique new partnership with Arizona State University to create the "ASU Scottsdale Center for New Technology and Innovation" and the more than \$1 billion in public and private investments currently underway in Scottsdale's downtown.

The City's ability to manage its growth, build a sustainable economy, maintain its mature areas, and fund desert preservation, stems from a tradition of citizen involvement and long-range planning in City government and the community. Scottsdale's "visioning" programs date from the early 1960's and produced Arizona's first general plan.

Scottsdale's integrated strengths in quality of life, community involvement, economic development, and overall citizen satisfaction are just some of the reasons that the City is regularly cited in surveys and competitions as an outstanding place to live, raise a family, conduct business, and visit on business or pleasure. Please visit [www.ScottsdaleAZ.gov](http://www.ScottsdaleAZ.gov) for more information on the City of Scottsdale.

## CITY GOVERNMENT

Scottsdale City government is a full-service charter municipality that operates under the Council/Manager form of government. The Mayor and six Council members comprise the elected leadership, and are responsible for appointing six Charter Officers: the

City Attorney, City Auditor, City Clerk, City Judge, City Manager and City Treasurer. The City Council also appoints citizen volunteers to participate on over two dozen advisory boards and commissions. By charter, the City Manager is responsible for administrative operations consistent with Council policy, including personnel matters.

The City Council has established and recently updated the following mission and goals to reflect the priorities of the City Council, shape the budget, and guide strategic planning and performance in all departments.

The mission of the City of Scottsdale is to cultivate citizen trust by fostering and practicing open, accountable, and responsive government; providing quality core

services; promoting long-term prosperity; planning and managing growth in harmony with the city's unique heritage and desert surroundings; strengthening the city's standing as a preeminent destination for tourism; and promoting livability by enhancing and protecting neighborhoods. Quality of life shall be the city's paramount consideration.

## CITY COUNCIL GOALS

- **Neighborhoods:** Enhance and protect a diverse, family-oriented community where neighborhoods are safe, protected from adverse impacts, well maintained, and actively revitalized.
- **Environmental Sustainability & Preservation:** Preserve Scottsdale's desert environment and natural resources, and honor the city's heritage and character.
- **Transportation:** Strengthen the transportation system for the safe, efficient, and affordable movement of people and goods.
- **Economy:** Position Scottsdale for short- and long-term economic prosperity by strengthening, expanding, and diversifying our economic resources.
- **Public Safety:** Protect Scottsdale residents and visitors by providing quality public safety and homeland security services.
- **Fiscal and Resource Management:** Provide the means to reach other goals by ensuring Scottsdale is fiscally responsible and fair in its management of taxpayer money and city assets, and coordinates land use and infrastructure planning within the context of financial demands and available resources.
- **Open and Responsive Government:** Make government accessible, responsive, and accountable so that decisions reflect community input and expectations.

The City of Scottsdale is a "values-driven organization," with over 2,500 employees who take pride in delivering high quality public services. Consistent with the City Council's mission and

goals, city employees have established the following employee values to characterize the "Scottsdale way of doing things:"

- Plan and Innovate for the Future
- Listen, Communicate, Take Action
- Respect the Individual
- Collaborate as a Team
- Learn and Grow Continuously
- Focus on Quality Customer Service
- Be Accountable and Act with Integrity
- Show Caring and Compassion for Others

The City of Scottsdale is widely recognized as an outstanding organization with a rich tradition of innovation and excellence in public services. Citizen satisfaction with city services has ranged from 94% to 98% in annual random surveys the past five years.

## WATER RESOURCES DEPARTMENT

The Award Winning City of Scottsdale Water Department has been recognized with the 2002 Gold Award for Competitiveness Achievement from the Association of Metropolitan Water Agencies for Managerial Skill and Innovation; the 2002 1st Place for the United States EPA Clean Water Act Recognition Award to Sub-regional Operating Group (SROG) for Outstanding Pre-treatment Program in the large industrial user category; and the 2001 Grand Prize Award for Design in the American Academy of Environmental Engineers National Excellence in Environmental Engineering annual competition.

### ***Water Resources Mission***

*To plan, manage and operate a safe, reliable water supply and wastewater reclamation system and provide efficient, high quality service to Scottsdale citizens.*

The Water Department employs 163 full/part-time staff and has a Fiscal Year 2004 Budget of approximately \$40 million. The Department is organized into four divisions: Administration, Water/Wastewater Operations, Water/Wastewater Treatment, and Planning and Engineering.

The Water Department operates the Scottsdale Water Campus - a world class, state-of-the-art water treatment facility with reclamation plant capacity and advanced water treatment processing of 12 MGD and 10 MGD respectively. The Water Campus also houses a complete, state-of-the-art water quality laboratory, designed and equipped to perform a full range of inorganic, organic, and microbiological analyses. The Water Department manages 33 groundwater wells and the Central Arizona Project Water Treatment Plant.

A new state-of-the-art microfiltration membrane water treatment plant is currently under construction. The Chaparral Treatment Plant (30 MGD) will treat Scottsdale's allocation of the Salt River Project water. The plant is scheduled for completion in early 2006.

## WATER RESOURCES PLANNING AND ENGINEERING DIRECTOR

The Water Resources Planning and Engineering Director oversees a staff of 11 with an operating budget of approximately \$3.3 million and a five-year CIP of \$350 million. Reporting directly to the General Manager of the Water Department, the Water Resources Director will act as a technical advisor and perform policy level coordination, advisory, and administrative functions relating to capital projects in the Water Resources Department.

Key responsibilities include:

- Planning, programming, and budgeting for the \$350 million five-year capital program;
- Intergovernmental coordination regarding regional groundwater issues and recharge; and wastewater collection and treatment;
- Development agreements concerning infrastructure expansion into undeveloped parcels and revitalization of existing sites in Original Scottsdale;
- Studies and analyses to determine options for adoption of new technologies for water/wastewater treatment;
- Communications and presentations to citizens, developers and City Council concerning need for future projects and expenditures;
- Planning and programming for Scottsdale's future water supplies to meet anticipated future demand in compliance with state law;
- Planning and overseeing the recently reorganized critical Water Conservation program;
- Providing dynamic leadership across the entire spectrum of activities;
- Demonstrating continuous effort to improve operations, streamline work processes, and work cooperatively and jointly with others to provide quality seamless customer service.

## CHALLENGES AND PRIORITIES

**State Assured Water Supply:** As growth slows and Scottsdale approaches build out, the new Director will coordinate efforts to implement the City's Master Plan to ensure Scottsdale's water supplies and related infrastructure meet anticipated future demand and regulatory compliance.

**City of Scottsdale Redevelopment/Revitalization Programs:** Downtown Scottsdale is undergoing major changes and remains a primary focus of the City's redevelopment efforts. Given the rapidly changing face of the down-





town area, the new Director will oversee programs addressing the needs for updating, improving and replacing the aging infrastructure.

**Water Conservation:** Considering the existing drought, the new Director will oversee the City's water conservation efforts with a focus on community outreach and education while meeting and/or surpassing state laws and regulations.

**Capital Program:** \$350 million, five-year CIP predominated by

improvements to ensure compliance with the water quality regulations.

## IDEAL CANDIDATE

We are seeking a seasoned individual with experience in a variety of water resources engineering settings, preferably someone who has some experience in advanced technologies and water conservation. This energetic, responsive, hands-on leader will have strong engineering and communication skills, both verbal and written, excellent organizational and critical thinking capabilities, and an ability to solve problems effectively and efficiently.

The successful candidate is willing to take risks and create innovative solutions to complex issues; has the ability to manage and motivate others to meet deadlines and perform at the desired level; and possesses an ability to establish trust and maintain effective working relationships at all levels of the organization as well as with current and potential clients. He/she should enjoy working in a high pressure, fast-paced environment with constantly shifting priorities. He/she will be a strong manager, an effective leader, delegator and team player who is inclusive, analytical and interested in the big picture.

The selected candidate will also be credible, ethical, organized, personable and flexible. This person will also have a high level of integrity and be passionate about the job. Finally, he/she should think strategically and comfortably deal with complex issues in a dynamic federal regulatory compliance environment.

### Experience & Knowledge

At least five years management experience in a water related technical capacity that includes responsibility for program management. Ability to establish priorities, set goals, develop timelines, and schedule tasks to achieve forecasted projections is critical. A Bachelor's Degree in Civil Engineering or a closely related hydraulic or water resources field is expected. Registration as a Professional Engineer is strongly desired.

## COMPENSATION AND BENEFITS

The salary range for this position is \$74,276 - \$100,214 dependent on the qualifications of the successful candidate. The City provides an attractive core benefits package including:

- 15 Days of vacation annually
- 9 Holidays plus 1 floating holiday annually
- 12 Days of medical leave annually
- City paid Life Insurance
- Health Insurance
- Dental Care
- Long Term Disability
- Voluntary ICMA Deferred Compensation
- Retirement (Arizona State Retirement System)

## APPLICATION AND SELECTION PROCESS

To be considered for this position, please submit a cover letter, list of three work-related references (who will not be contacted in the early stages of the recruitment), indication of current salary and a resume that reflects the size of staff and budgets you have managed. Your resume should indicate both months and years of positions held. Send materials by **Friday, June 3, 2005** to:



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Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Web site: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed qualified will be reported to the City. A final interview process will be scheduled for selected candidates.

The City of Scottsdale is an Equal Opportunity Employer and values diversity at all levels of its workforce!